

PERSONNELNon-school EmploymentA. Purpose

To establish policy regarding non-school employment of school board employees.

B. Philosophy

When an individual is employed on a regular full-time basis, the school board considers that it has given the employee full-time employment. Therefore, the board expects all employees to give the responsibilities of their positions in the school system precedence over any type of outside part-time work.

C. Conditions of Non-school Employment

Non-school work performed by full-time employees should not:

1. Prevent the employee from performing his/her responsibilities in an effective manner.
2. Be prejudicial to the employee's effectiveness in his/her position in the school system or compromise the school system.
3. Be in conflict of interest (e.g., where the employee's position in the school system permits access to information or another advantage useful to the outside employer).
4. Require that the employee perform any duties related to a non-school job during regular working hours or during the additional time needed to fulfill the responsibilities of the full-time position.
5. Require that an employee use any school system facilities, equipment, or materials in performing non-school work.

Editor's Note

See also division regulation #R5-28.

PERSONNEL

Non-school Employment (continued)

Adopted by School Board: June 9, 1992